

Research on the Development of Human Resource Services in Dalian Based on Government Informatization

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Abstract: The advent of the information age calls for the government to be more flexible and efficient in the management of national political, economic and social public affairs according to law. In this paper, literature research, interviews and other research methods are used to explore the current situation of the development of human resources services under the background of government informatization, and put forward suggestions for the construction of government informatization. It is found that the human resources service industry in Dalian presents a trend of agglomeration. The agglomeration of human resources industry is beneficial to the development of regional industrial economy, increasing employment and stabilizing people's livelihood. The development of human resources service industry can not be separated from the role of government informationization. The purpose of this paper is to study the human resources service industry in Dalian. In conclusion, some suggestions are put forward for further innovation of government informatization reform.

1. Research Background and Significance

1.1 Research Background.

The development of human resources service industry in China has a history of more than 30 years. The human resources service industry has experienced three stages: initial exploration stage (1978-1991), multiple development stage (1992-2001), system formation stage (2002-2012), innovation and improvement stage (2012-). At present, the scale and maturity of human resources service industry In the process of development, the development of China's human resources industry presents two distinct characteristics.

Industry Scale and Service Scope Expanding. The early human resources service industry in China was mainly concentrated in large and medium-sized cities, with a small scale, and it was difficult for small and medium-sized enterprises to survive. As the value of human resources services is well known to the public, the market demand is increasing, and the scale of industry is also expanding. Traditional human resources service industry mainly focuses on agent recruitment, personnel service agency, labor dispatch and other categories, most of which are oriented to state-owned enterprises and administrative institutions. With the expansion of industry scale and market demand, the capacity of human resources service industry has also been improved, and the demand for human resources institutions in small and medium-sized enterprises has also increased. From the previous scope of service to corporate culture design, enterprise system design, staff training, human resources planning, salary and welfare design. There has been a significant increase in human resources market research. In recent years, the human resources service industry has entered an active period of innovation, and the industrial chain has been constantly improved. With the rapid development of information technology represented by the Internet and big data and accelerating the integration with the development of human resources service industry, cross innovation of "Internet + Recruitment", "Internet plus remuneration outsourcing" and "Internet + headhunter" has been developing vigorously[1]. Some well-managed and large-scale human resources service institutions have changed the characteristics of "light assets" and obtained

millions, tens of millions and even billions of dollars of financing, thus achieving leapfrog development. Especially since 2010, with the vigorous promotion of the state, all provinces (regions, municipalities) have actively carried out the construction of human resources service industry parks in combination with the local economic and social development foundation and industrial development characteristics. According to incomplete statistics, by the end of 2018, more than 80 human resources service industrial parks have been built and under construction, including 15 national human resources service industrial parks.

The role of human resources service institutions has been significantly enhanced, and the demand for information technology has been increasing. With the continuous development of society, employment has become a great social problem. For job seekers who can not find a good job, enterprises can not find suitable employees are becoming more and more prominent. The emergence and development of human resources service institutions provide integrated services for talents and enterprises. Collect HR and QQ group of job seekers and Wechat group, share the human resource information database of inquiry, and provide more effective help for enterprise recruitment, training and so on. "Internet + human resources service" has become the mainstream of the human resources service industry. But at the same time, through research and development, it is found that compared with the first-tier cities such as Shanghai and Beijing, the informationization level of Dalian is still low, and the government's informationization means and attention are relatively insufficient. It is necessary to further strengthen the government's informationization construction[2].

1.2 Research Significance.

Understanding the Current Situation of Human Resource Services in Dalian. Human resources service industry plays a vital role in regional economic development. Understanding the specific situation of the development of regional human resources service industry is equally important for the distribution and flow of regional talents, as well as promoting economic development and economic growth. The development of human resources service industry in Dalian has been steadily. The government needs to grasp the market development trend under the general environment and play its due role in promoting the development of human resources service industry.

Provides the Important Basis for the Government to Implement the Information Reform. As the most effective guarantee for the development of an industry, the government plays an important role. As a rising star, the development of human resources service industry is bound to depend on the support of the government [3]. By analyzing the current situation of human resources service industry, this paper puts forward some suggestions on government behavior, which has certain reference value for the construction of information-based government.

2. Current Situation of Human Resource Agglomeration and Industrial Park Informatization Construction in Dalian

According to the information provided by Dalian Human and Social Resources Security Bureau, the total annual revenue of registered human resources service institutions in Dalian reached 5.843 billion yuan in 2016 (with the total revenue of labor dispatching agencies exceeding 10 billion yuan), an increase of 13.33% over the same period last year. Various types of human resources service institutions in the city served 61,000 employers and 1.3271 million individuals, helping 230,000 people achieve employment and mobility. Provide strong support for social and economic development. With the improvement of service capability, human resources service projects in Dalian are also moving towards precision, diversification and high-end. Service products are extended from traditional job introduction, labor dispatch and personnel agency to high-end value chain. Human resources training, headhunting service, talent evaluation, human resources management consulting and other emerging formats have developed rapidly. In order to build a good business environment and promote the rapid growth of human resources service industry, Dalian Talent Center has taken a number of practical measures to promote the development of the industry. The market vitality of human resources service industry in Dalian has been continuously

enhanced, market efficiency has been effectively released, and service products have been continuously improved.

In recent years, Dalian has promoted scientific and technological innovation, adhered to the implementation of the strategy of strengthening the city with talents, and initially formed a strong magnetic field of gathering all kinds of talents. In order to implement the relevant document spirit of the national, provincial and municipal governments on speeding up the development of human resources service industry, Dalian Eco-Technological Innovation City seizes the opportunity of structural reform on the supply side, takes innovation as the driving force, combines with the national industrialization base of modern service industry and national advertisement during the 13th Five-Year Plan period of the Eco-City. Creative industry parks and other construction as well as information services, e-commerce, cultural creativity, big health and other industrial layout, and actively build human resources service industry parks. Fully relying on the existing industrial park development foundation, with the support of the relevant departments of Dalian Municipal Government, we will further improve the public and market-oriented human resources service and exchange platform, and build a national human resources service Industrial Park Based on Dalian, serving the Northeast and radiating Northeast Asia.

Under the guidance and support of the relevant government departments in Dalian, the park has introduced relevant public and market-oriented human resources service functions, which can provide enterprises with basic services such as entrance, policy subsidies, tax management, Internet platform sharing, and human resources business support[4].

However, there are still some deficiencies and Anomies in the construction of government informatization. For example, the information sharing degree of human resources service industry is low, the means of information supervision is weak, and the modern advanced technology has not been used to create a good environment.

3. Strategies and Suggestions of Human Resources Industry Agglomeration in Dalian Based on Government Informatization.

Government informationization needs the government to formulate the development plan of human resources public service informationization. According to the requirements of data networking, information socialization, process automation and management electronization, the construction of human resources information public service network should be accelerated[5]. Promote the government and its affiliated human resources service institutions human resources service website networking through the support of a comprehensive coverage, interconnection and interoperability of human resources service information network system. It can be embodied in the following aspects:

3.1 Establish a Network Cloud Platform for Human Resources Services in Dalian and Strengthen the Prediction and Monitoring Mechanism.

Under the background of big data era, it is particularly important to realize the informatization of human resources service industry. This paper argues that the establishment of human resources service network cloud platform in Dalian is the key point to promote the rapid development of human resources service industry in Dalian. Cloud platform is used by developers when creating applications. The direct users of cloud platform are developers[6]. In June 2016, the Ministry of Human Resources and Social Affairs issued "Opinions on strengthening supervision after the event after the event" after the reform of "certification after the event". It pointed out that we should encourage the exploration and application of modern information technology such as big data and cloud computing in the supervision of human resources market, strengthen market monitoring and forecasting and risk early warning, accurately grasp market dynamics, and reasonably guide market expectations. Each local government will use modern information technology to promote the human resources service industry in the region, and use big data analysis and market prediction to strengthen risk early warning. In addition, the information platform construction of industrial park can be completed by using cloud platform and according to its own needs. The government is no

longer the user of information technology, but the developer and builder of information technology in human resources service industry. The established cloud platforms such as Siping Land Tax System and Changchun Civil Servant Assessment Cloud Platform can prove that our government has the technical strength to build a human resources service cloud platform, which provides experience and technical reference for the Dalian government to build an intelligent cloud platform. Next, the Dalian government should focus on strengthening the construction of market dynamic monitoring system and monitoring the flow of human resources. Promote business informatization of human resources services. Speed up the information construction of human resources service carriers, and comprehensively realize office automation and business informatization. Encourage cloud computing and SAAS services, and promote the identification of human resources service software products. We will vigorously develop human resources supply and demand information inquiry system, talent evaluation system, career guidance system, remote interview system, and so on, so as to improve the ability of social service.

3.2 Innovation of Industry Management Model and Establishment of Human Resource Service Think Tank.

Establish and develop think tanks for human resources services. There are four types of think tanks in China, including think tanks of the Party, government and army, think tanks of the Academy of Social Sciences, think tanks of colleges and universities and think tanks of the people. The agglomeration and development of human resources service industry can not be separated from the promotion of the government. In order to optimize the government's behavior, we should not only improve the level of specialization of the government itself, but also make use of social talents. Therefore, it is also very important for government management to form and develop think tanks under the development of human resources service industry[7]. Think tanks have the frontier knowledge reserve. They can make use of the advanced management methods in enterprises, strengthen the cooperation between government and enterprises, and enrich the management means of the industry. Use think tanks to regularly carry out training services, improve the overall quality of employees, and strengthen morality. In addition, we will make use of the convenience provided by the "one belt and one way" to continuously attract foreign think-tank and overseas talents to exchange with domestic think tanks, and offer suggestions for the realization of the integration of Dalian's human resources service industry.

3.3 Creating a Service Chain Linking Human Resources Services with Industrial Talents Demand.

Building human resources industry service chain is an important means to improve the overall strength and product quality of small and medium-sized human resources service enterprises. At present, China's human resources service industry chain has not been fully established, products are concentrated in the low-end level, and there is no complete service industry chain corresponding to the needs of enterprises. Dalian has a large population and diversified levels of service demand. Therefore, perfecting the industrial chain and forming demand-oriented precise service are the key to realize full employment of labor force in the region and to solve the problem of supply and demand. They are also effective ways to promote the development of related industries. The human resources service industry chain is a service chain, which mainly provides the products of human resources service according to the specific customer requirements and market demand orientation. When providing service products, providing relevant capital, knowledge, technology and so on can improve the added value of products and meet the relevant requirements of the enterprise to form a chain portfolio. Its ultimate goal is to meet the needs and provide various services on the chain. First, accelerate the formation of human resources services industry chain. Guided by the needs of employers and talents, talent service institutions should be guided to fully understand the market demand, enhance innovation ability, develop relevant service products according to the needs, improve employment services, training services, consultancy services and development management services, so as to form a multi-development and multi-level co-operation.

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